 Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be 877 annual job openings throughout Los Angeles and Orange counties for these urban farming occupations, which is more than the 215 awards conferred by educational institutions .		
Self-Sufficiency Standard Living Wage ¹ :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	All annual job openings for these urban farming occupations have entry-level hourly wages below the OC living wage of \$27.13 .		
Education:	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	Although entry-level education for these urban farming occupations is a high school diploma or equivalent, approximately 30% of workers in the field have completed some college or an associate degree as their highest level of education .		

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to two occupations:

- Middle-Skill
 - *Farmers, Ranchers, and Other Agricultural Managers (11-9013)*
 - *First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)*

Based on the available data, there appears to be a supply gap for these urban farming middle-skill occupations, and typical education requirements for these occupations align with a community college education. However, all annual job openings have entry-level wages below the Self-Sufficiency Standard living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the two middle-skill occupations included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Farmers, Ranchers, and Other Agricultural Managers (11-9013)	LA: 131	LA: 47	OC: \$16.00	High school diploma or equivalent	30%
	OC: 37	OC: 1			
	<i>TTL: 167</i>	<i>TTL: 48</i>			
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	LA: 475	LA: 87	OC: \$19.69	High school diploma or equivalent	29%
	OC: 234	OC: 80			
	<i>TTL: 710</i>	<i>TTL: 167</i>			
Total	877	215	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to these urban farming occupations is projected to decrease 3% through 2029, equating to 877 annual job openings.
- Hourly entry-level wages for these urban farming occupations range from \$16.00 to \$19.69 in Orange County; all annual openings have entry-level wages below the Self-Sufficiency Standard living wage.
- There were 664 online job postings for these urban farming occupations over the past 12 months. The highest number of postings were for landscape foremen, landscape crew leaders, and landscape managers.
- The typical entry-level education for these urban farming occupations is a high school diploma or equivalent.
- Approximately 30% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 185 awards were conferred by 8 community colleges for these middle-skill occupations in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 30 awards for these middle-skill occupations.

- In the 2022-23 academic year, Orange County community college students that exited horticulture programs had a median annual wage of \$34,904 (\$16.78 per hour) post-exit, and 26% attained the regional living wage.
- In 2021-22, 64% of Orange County horticulture students that exited their programs reported working a job closely related to their field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for these urban farming occupations from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. In 2021 and 2022, the region saw periods of modest growth, followed by a decline in 2023. Beginning in 2024, job levels are projected to decline compared to all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Urban Farming Occupations, 2019-2029

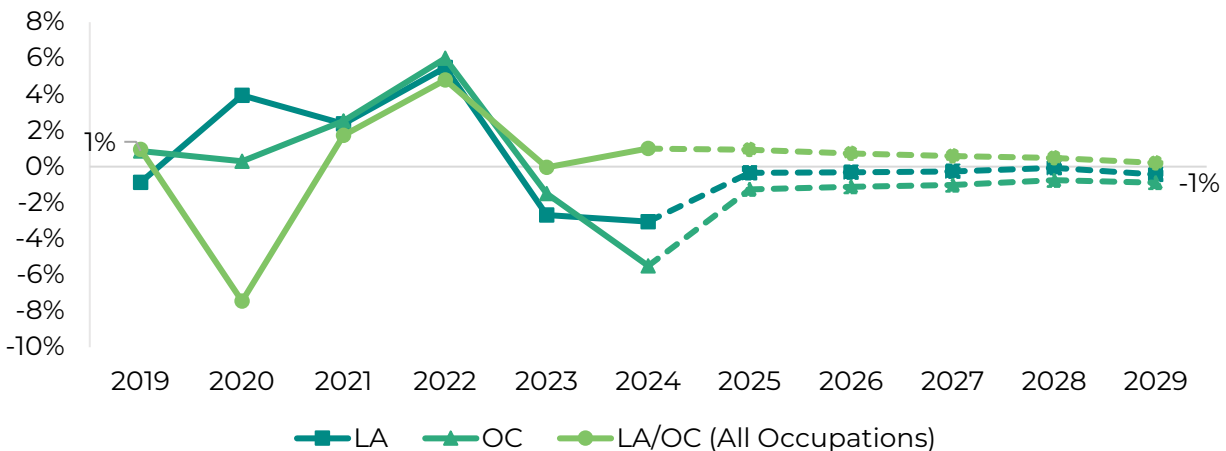


Exhibit 3 shows the five-year occupational demand projections for these urban farming occupations. In Los Angeles and Orange counties, the number of jobs related to these middle-skill occupations is projected to decrease 3% through 2029. There are projected to be 877 openings available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	5,639	5,559	(80)	(1%)	606
Orange	2,630	2,500	(130)	(5%)	271
Total	8,269	8,059	(210)	(3%)	877

² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

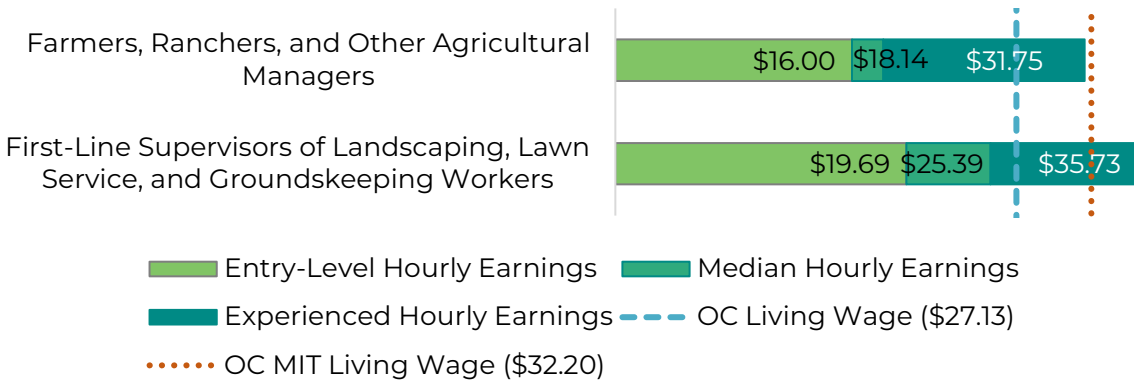
Wages

The labor market endorsement in this report considers the entry-level hourly wages for these urban farming occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 10, 2025) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$32.20. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

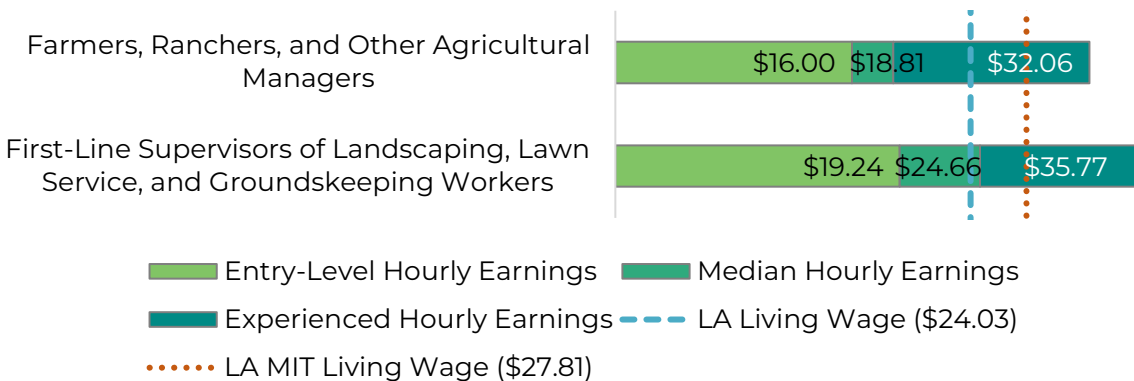
In Orange County, all annual openings for these urban farming occupations have entry-level wages below the Self-Sufficiency living wage of \$27.13 for a single adult. Entry-level wages range from \$16.00 to \$19.69. Exhibit 4 shows the wage range for each of these urban farming occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, all annual openings for these urban farming occupations have entry-level wages below the Self-Sufficiency living wage of \$24.03 for a single adult. Entry-level wages range from \$16.00 to \$19.24. Exhibit 5 shows the wage range for each of these urban farming occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 6 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job³. None of these urban farming occupations met the criteria to be designated a COVID-19 Pandemic Recession-Resilient Job, a Great Recession-Resilient Job, or a USN&WR Best Job.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Farmers, Ranchers, and Other Agricultural Managers (11-9013)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (37-1012)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Postings

Important Job Postings Data Note: *There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.*

There were 664 online job postings related to these urban farming occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. The majority (72%) of job postings were for *first-line supervisors of landscaping, lawn service, and groundskeeping workers* and over a quarter (28%) were for *farmers, ranchers, and other agricultural managers*.

Exhibit 7: Number of Job Postings by Occupation (n=664)

Occupation	Job Postings	Percentage of Job Postings
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	475	72%
Farmers, Ranchers, and Other Agricultural Managers	189	28%
Total Postings	664	100%

³ "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

The top job titles for these middle-skill urban farming occupations in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for Middle-Skill Occupations (n=664)

Job Titles	Job Postings	Percentage
Landscape Foremen	35	5%
Landscape Crew Leaders	33	5%
Landscape Managers	31	5%
Landscape Supervisors	25	4%
Landscape Account Managers	18	3%
Enhancement Managers	12	2%
Landscape Maintenance Foremen	12	2%
Landscape Maintenance Account Managers	10	2%
Landscape Irrigation Technicians	9	1%
Farmers Market Managers	8	1%

The top employers for these middle-skill urban farming occupations in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for Middle-Skill Occupations (n=664)

Employer	Job Postings	Percentage of Job Postings
Brightview	29	4%
Harvest Landscape Enterprises	17	3%
Archdiocese Of L.a Education	11	2%
Mlk Jr Community Hospital	9	1%
Gothic Landscape	7	1%
Landsystems	7	1%
Meier Brothers Landscape	7	1%
State of California	7	1%
Kids Empire	6	1%
Moon Valley Nurseries	6	1%

The top specialized, soft, and computer skills for these middle-skill urban farming occupations listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 10: Top Skills by Number of Job Postings for Middle-Skill Occupations (n=664)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Landscaping (276)	Communication (275)	Microsoft Office (46)
Irrigation (Landscaping And Agriculture) (237)	Management (271)	Microsoft Excel (38)

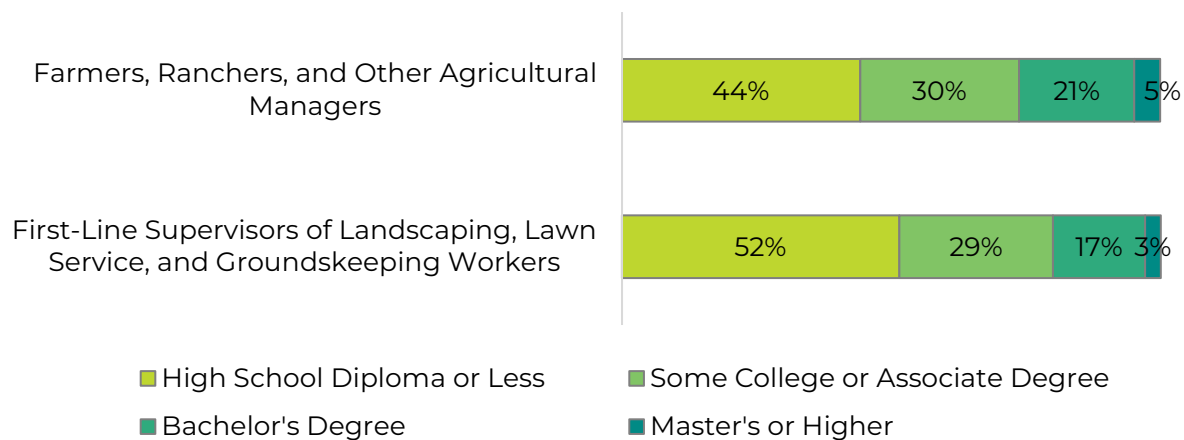
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Landscape Maintenance (98)	Operations (270)	Microsoft PowerPoint (20)
Project Management (82)	Leadership (230)	Microsoft Outlook (17)
Pruning (69)	Customer Service (121)	Project Management Software (14)
Mowing (64)	Planning (101)	Spreadsheets (14)
Bilingual (Spanish/English) (59)	Detail Oriented (95)	Microsoft Word (13)
Construction (50)	Sales (86)	Google Workspace (10)
Horticulture (43)	Lifting Ability (84)	Zoom (Video Conferencing Tool) (7)
Fertilizers (39)	Coordinating (82)	Business Software (5)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *farmers, ranchers, and other agricultural managers*, as well as for *first-line supervisors of landscaping, lawn service, and groundskeeping workers*.

The national-level educational attainment data indicates 29% to 30% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 11: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

In Los Angeles and Orange counties, 34% (222) of job postings for these urban farming occupations specified a minimum education requirement:

- 61% (138) requested a high school diploma or associate degree
- 37% (84) requested a bachelor's degree

Educational Supply

The following supply tables display the total supply for these middle-skill urban farming occupations that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Plant Science (0103.00)
- Agricultural Pest Control Adviser and Operator (Licensed) (0103.10)
- Horticulture (0109.00)
- Landscape Design and Maintenance (0109.10)
- Nursery Technology (0109.30)

The colleges with the most completions in the region are Mt. San Antonio (76), then Saddleback (52), and Long Beach (17). Over the past 12 months, there was one other related program recommendation requests from regional community colleges.

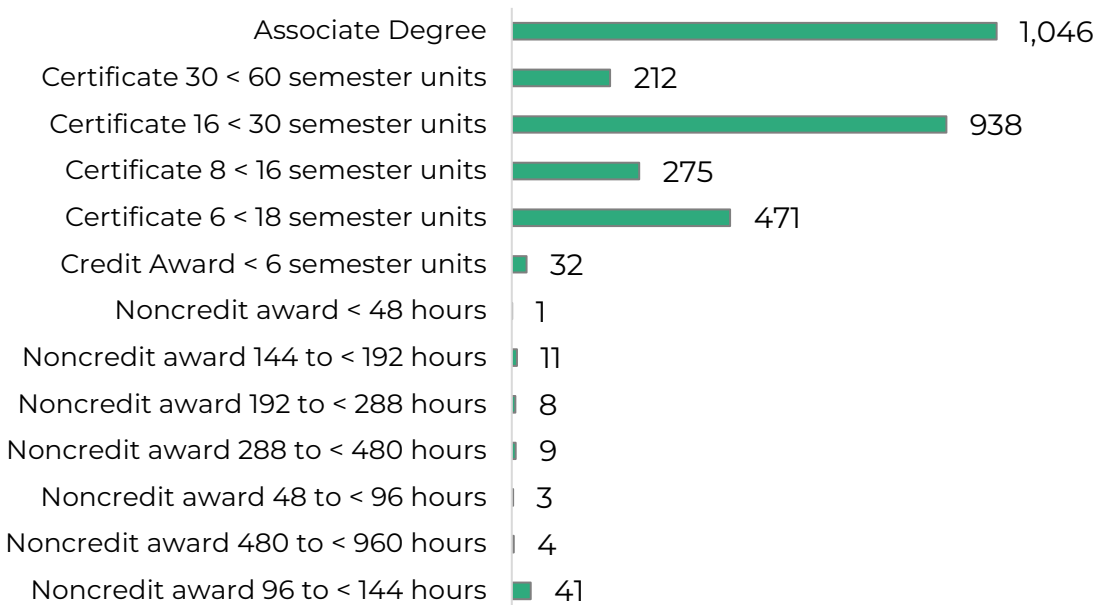
Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0103.00	Plant Science	LA Pierce	2	2	1	2
		Mt San Antonio	9	12	17	13
		Pasadena	1	2	1	1
		LA Subtotal	12	16	19	16
		Saddleback	0	0	3	1
		OC Subtotal	0	0	3	1
Supply Subtotal/Average			12	16	22	17
0103.10	Agricultural Pest Control Adviser and Operator (Licensed)	Mt San Antonio	1	1	2	1
		LA Subtotal	1	1	2	1
		Fullerton	0	0	1	0
		OC Subtotal	0	0	1	0
Supply Subtotal/Average			1	1	3	2
0109.00	Horticulture	El Camino	8	2	0	3
		LA Pierce	1	5	6	4
		Long Beach	20	17	13	17
		Mt San Antonio	19	9	8	12
		LA Subtotal	48	33	27	36
		Fullerton	1	0	11	4
		Orange Coast	15	11	13	13

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Saddleback	40	28	26	31
		OC Subtotal	56	39	50	48
Supply Subtotal/Average			104	72	77	84
0109.10	Landscape Design and Maintenance	LA Pierce	0	0	1	0
		Mt San Antonio	41	35	61	46
		LA Subtotal	41	35	62	46
		Fullerton	4	4	8	5
		Orange Coast	6	1	0	2
		Saddleback	35	13	12	20
		OC Subtotal	45	18	20	28
Supply Subtotal/Average			86	53	82	74
0109.30	Nursery Technology	Mt San Antonio	4	4	6	5
		LA Subtotal	4	4	6	5
		Fullerton	2	3	8	4
		OC Subtotal	2	3	8	4
Supply Subtotal/Average			6	7	14	9
Supply Total/Average			209	149	198	185

Exhibit 13 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate degrees and certificates between 16 and less than 30 semester units.

Exhibit 13: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for horticulture programs in North Orange County Community College District (NOCCCD), the Orange County Region, and California. Of the 1,169 Orange County horticulture students in the 2023-24 academic year, 8% (97) attended an NOCCCD college.

NOCCCD students that exited horticulture programs in the 2022-23 academic year had similar median annual earnings (\$34,848 or \$16.75 per hour) compared to all horticulture students in Orange County (\$34,876 or \$16.76 per hour). Due to the low number of students, the percentage of students who attained the living wage is not available at the district level. However, a lower percentage of horticulture students in Orange County attained the living wage (26%) when compared to all horticulture students in the state (42%).

Exhibit 14: Horticulture (0109.00) Strong Workforce Program Metrics, 2021-24⁴

SWP Metric	NOCCCD	OC Region	California
SWP Students	97	1,169	5,286
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	33%	41%	33%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	71%	64%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	11	29	153
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	0	107	256
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	Insufficient Data	64%	66%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$34,848 (\$16.75)	\$34,876 (\$16.76)	\$42,196 (\$20.29)
Median Change in Earnings for SWP Exiting Students (2022-23)	Insufficient Data	44%	22%
SWP Exiting Students Who Attained the Living Wage (2022-23)	Insufficient Data	26%	42%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering horticulture programs. Exhibit 15 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) code:

- Plant Protection and Integrated Pest Management (01.1105)

No awards were conferred by non-community colleges under the following related CIP codes:

- Crop Production (01.0304)
- Applied Horticulture/Horticulture Operations, General (01.0601)

⁴ All SWP metrics are for 2023-24 unless otherwise noted.

- Landscaping and Groundskeeping (01.0605)

- Plant Nursery Operations and Management (01.0606)
- Plant Sciences, General (01.1101)

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 33 awards annually in a related program.

Exhibit 15: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
01.1105	Plant Protection and Integrated Pest Management	California State Polytechnic University-Pomona	33	23	33	30
Supply Subtotal/Average			33	23	33	30
Supply Total/Average			33	23	33	30

Regional Demographics

The following section presents occupational, community college program, and population demographic data for Orange County. This comparison identifies potential equity gaps between the local workforce and the student pipeline preparing for these occupations. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 16 compares the ethnicity of Orange County community college students enrolled in horticulture programs, the overall Orange County population, and occupation-specific data for the two urban farming occupations included in this report.

Combined, Hispanic or Latino and white individuals make up 92% of the urban farming workforce and account for a combined 81% of students in horticulture programs, indicating that these two groups dominate both the labor force and training pipeline. Hispanic or Latino individuals account for over half (52%) of urban farming workers, which is significantly higher than their representation in horticulture programs (35%). Conversely, white individuals comprise 40% of the workforce and nearly half (46%) of horticulture students.

Exhibit 16: Program and County Demographics by Ethnicity

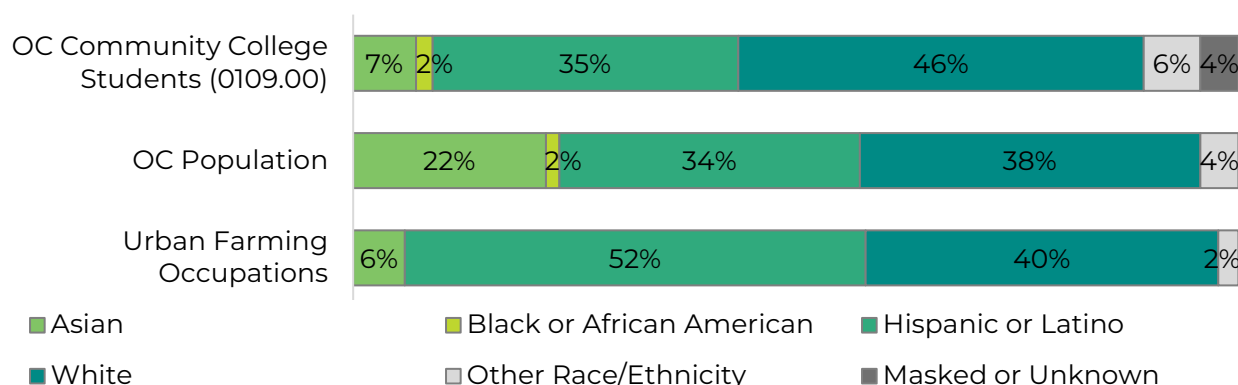
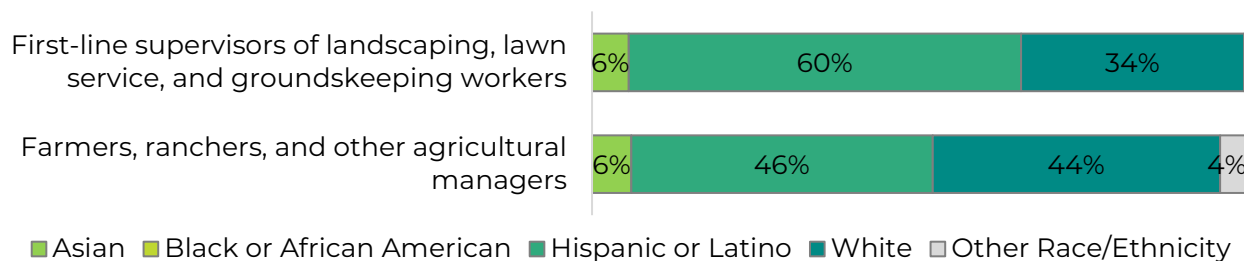


Exhibit 17 shows the disaggregated analysis, revealing notable differences in representation among these urban farming occupations. Hispanic or Latino individuals make up most of both the higher-wage occupation, *first-line supervisors of landscaping, lawn service, and groundskeeping workers* (60%), and nearly half of *farmers, ranchers, and other agricultural managers* (46%). There are more white individuals in the lower-wage occupation, *farmers, ranchers, and other agricultural managers* (44%) than among *first-line supervisors of landscaping, lawn service, and groundskeeping workers* (34%).

Exhibit 17: Ethnicity Distribution by Occupation



Age

Exhibit 18 compares the age of Orange County community college students enrolled in horticulture programs, the overall Orange County population, and occupation-specific data for the four urban farming occupations included in this report.

The majority of workers in these urban farming occupations are aged 35 and older (80%), highlighting a notable age disparity compared to horticulture program enrollment (14%). Conversely, individuals aged 24 and younger account for only 4% of the workforce, despite making up 70% of program enrollments. However, representation among those aged 25 to 34 is well aligned, with 16% workers in the field and the 15% of horticulture students. These trends suggest a need for succession planning as older workers approach retirement, potentially creating opportunities for younger, trained individuals to enter and advance in the field.

Exhibit 18: Program and County Demographics by Age

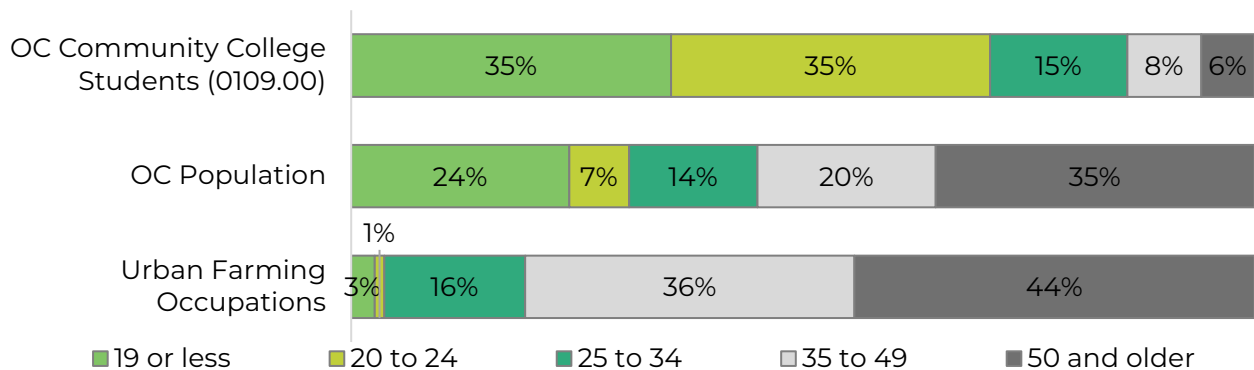
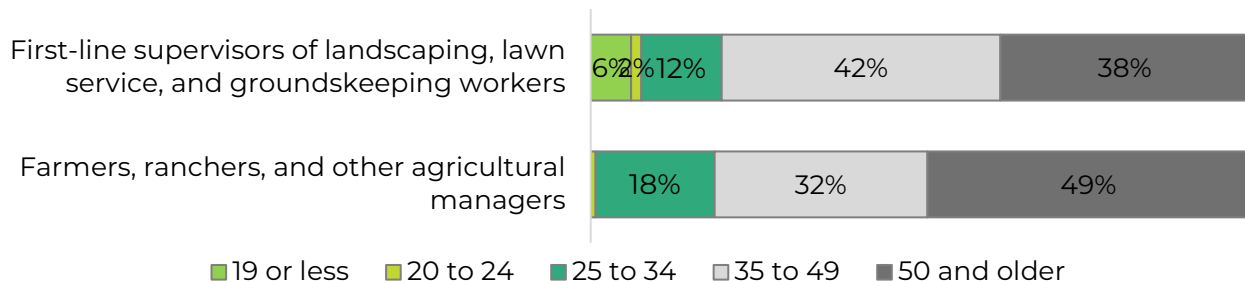


Exhibit 19 shows the disaggregated analysis, revealing notable differences in age distribution among these urban farming occupations.

Workers aged 25 to 49 years make up half of the workforce in both occupations – *first-line supervisors of landscaping, lawn service, and groundskeeping workers* (54%), and *farmers, ranchers, and other agricultural managers* (50%). However, a smaller proportion of *first-line supervisors of landscaping, lawn service, and groundskeeping* are 50 years and older (38%) compared to *farmers, ranchers, and other agricultural managers* (49%), suggesting there is a more aged workforce in lower-wage roles.

Exhibit 19: Age Distribution by Occupation



Sex

Exhibit 20 compares the sex of Orange County community college students enrolled in horticulture programs, the overall Orange County population, and occupation-specific data for these urban farming occupations.

While women make up about half of both horticulture program students (51%) and the general population (50%), they represent only 11% of urban farming workers.

Exhibit 20: Program and County Demographics by Sex

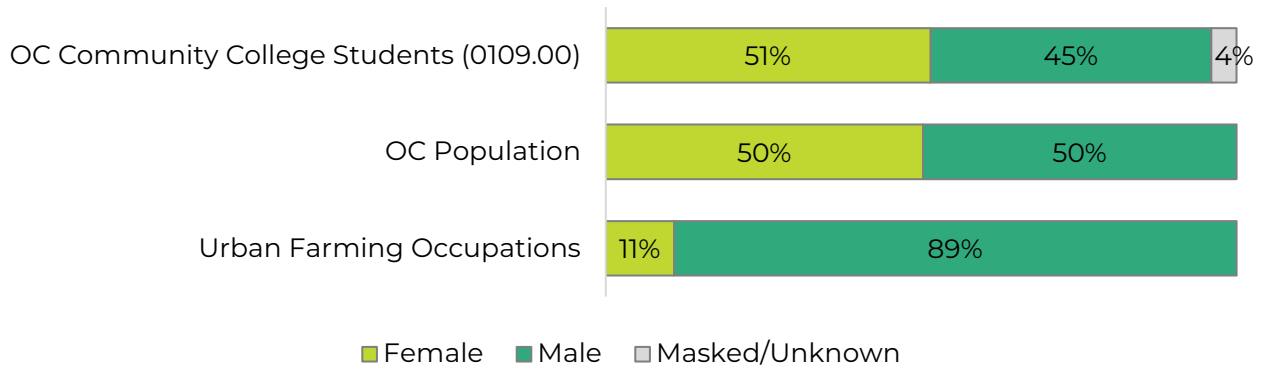
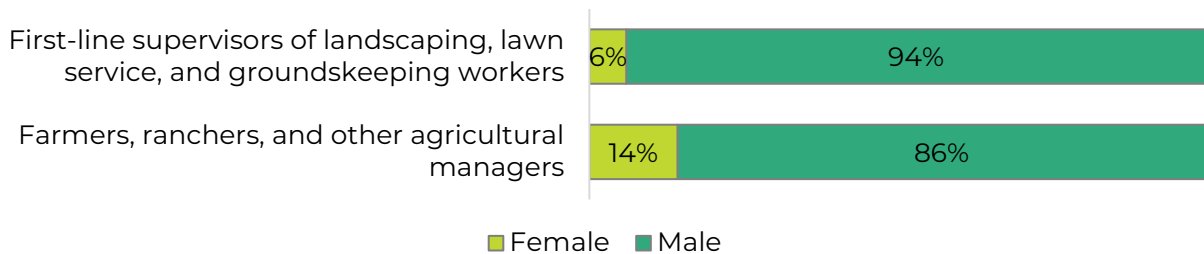


Exhibit 21 disaggregates the sex distribution for each of the urban farming occupations to highlight *potential* disparities in access to higher-paying occupations and opportunities for career advancement.

Urban farming workers are disproportionately male in both occupations.

Exhibit 21: Sex Distribution by Occupation



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that have an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2025.3), a labor market analytics firm.
Living Wage	<p>Per the CCCCCO's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County.</p> <p>The MIT Living Wage, updated on February 10, 2025, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$32.20.</p>
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	The Data Vista (v.2.0), a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information.</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products.</p>

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September 2025



FOR LABOR MARKET RESEARCH
ORANGE COUNTY